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## **HRCI Associate Professional in Human Resources - International Sample Questions (Q82-Q87):**

### **NEW QUESTION # 82**

Fill in the blank: Paid Time Off (PTO) typically combines \_\_\_\_\_ into a single pool of days that employees can use.

- A. Shift hours, overtime, and time off
- **B. Vacation, sick leave, and personal days**
- C. Work hours, breaks, and lunch times
- D. Overtime, holiday pay, and bonuses

**Answer: B**

Explanation:

Paid Time Off (PTO) typically combines vacation, sick leave, and personal days into a single pool of days that employees can use, simplifying leave management.

### **NEW QUESTION # 83**

An employee has been repeatedly late to work despite verbal and written warnings. What is the next appropriate step in a progressive discipline process?

- A. Written warning
- B. Termination
- C. Verbal warning
- **D. Suspension without pay**

**Answer: D**

Explanation:

Suspension without pay is the next appropriate step in a progressive discipline process for an employee who has been repeatedly late despite verbal and written warnings. This step serves as a serious consequence that emphasizes the importance of adhering to company policies.

### **NEW QUESTION # 84**

Which of the following is a common characteristic of a merit-based pay structure?

- A. Annual cost-of-living adjustments
- B. Flat-rate pay for all employees
- C. Equal pay regardless of performance
- **D. Regular salary increases based on performance**

**Answer: D**

Explanation:

Regular salary increases based on performance are a common characteristic of a merit-based pay structure, which rewards employees for their individual contributions and achievements.

### **NEW QUESTION # 85**

Fill in the blank: Regular \_\_\_\_\_ can help prevent cyber crimes by ensuring that employees recognize and avoid security threats.

- A. Social events and casual meetings.
- B. Regular team-building exercises.
- C. Unscheduled staff meetings.
- D. Cybersecurity training sessions.

**Answer: D**

Explanation:

Regular cybersecurity training sessions can help prevent cyber crimes by ensuring that employees recognize and avoid security threats. Training keeps employees informed about the latest security practices and potential threats, reducing the risk of accidental breaches.

#### NEW QUESTION # 86

A company is looking to streamline its HR processes, including payroll, benefits administration, and recruitment. What type of system should they implement to achieve this?

- A. Implementing an HRIS system to integrate all HR functions into one platform
- B. Setting up mentorship programs for career development
- C. Outsourcing payroll services to an external provider
- D. Offering wellness programs to improve employee health

**Answer: A**

Explanation:

Implementing an HRIS system to integrate all HR functions is essential for streamlining HR processes like payroll, benefits administration, and recruitment. This integration improves efficiency and reduces the likelihood of errors.

#### NEW QUESTION # 87

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